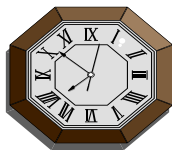




ARNG SOLDIERS MOBILIZED TO ACTIVE DUTY AND EO EQUAL OPPORTUNITY (EO)

- ARNG soldiers follow AR 600-20 for EO training and complaints process when mobilized on Title 10 for 30 days or more
- Imperative ARNG leadership appoint EOLs in each mobilized unit, platoon, section or group
- EOLs are responsible in contacting their parent Active Component EOA to coordinate appropriate unit and EOL training as time allows before and during mobilization
- Resolve all EO complaints prior to the completion of the soldier's active duty tour
- ARNG EO Mobilization Information located at
<http://www.ngb.army.mil/staff/special/eo/policyprograms/arng/training.asp>

ACTIVE DUTY (MOBILIZED) EO COMPLAINT PROCESS



- Complaint must be filed within 60 days of the incident
- Commander must report formal complaint within 72 hrs to the first General Courts Martial Convening Authority (GCMCA)

- Commander or investigating officer has 14 days to investigate the allegations
- Complainant has seven calendar days to appeal to the next higher commander if complainant is not satisfied
- Commanders have 14 days to act on the appeal and provide feedback to complainant on the results
- EOA conducts an assessment 30-45 days after final-decision of the formal complaint (substantiated or unsubstantiated) and reviews for corrective action and deters any incident of reprisal. The Commander receives the reports and recommendations on DA FM 7279-1-R NLT 45 days following final decisions made on complaints

SEXUAL ASSAULT

Toll-free telephone numbers for individuals who want to contact or provide information to the Department of Defense Task Force on Care for Victims of Sexual Assault

Department of Defense
1-800-497-6261

- Staffed from 9 a.m. to 9 p.m. Eastern Standard Time, Monday through Friday.

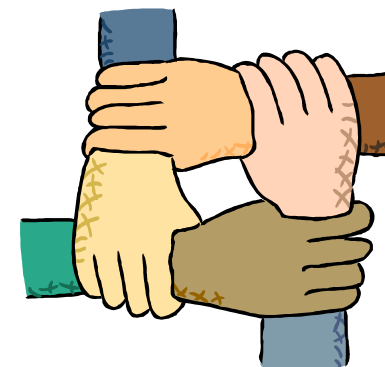
Active Army toll-free hot line
1-800-464-8107

- In and outside the Continental U.S.; from outside the U.S., be sure to use the appropriate country access codes. For Spanish speakers, dial Army's Sexual Assault hot line at 1-888-732-0920.

Army National Guard

EQUAL OPPORTUNITY

Equal Opportunity is based on equity, fairness, and justice



An issue of
"Respect & Dignity"

**The Army mission depends on soldiers
being able to work with others as a
Team.**

EO Policy / Procedures

**NGR 600-22/ANGI 36-3 - National Guard
Military Discrimination Complaint System**

- Active Guard Reserve
- Traditional Soldiers

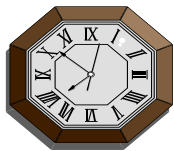
AR 600-20 - Army Command Policy -

- National Guard Soldiers on Active Duty – Title 10 for 30 days or more

TRADITIONAL - ARNG SOLDIERS AND EQUAL OPPORTUNITY (EO)

- Traditional ARNG soldiers follow NGR 600-22/ANGI 36-3, *National Guard Military Discrimination Complaint System*. This regulation is applicable to ARNG and ANG military personnel serving in and former military personnel who served in an inactive duty for training status, during annual training, in a full-time support status, and while in Active Guard Reserve (AGR) status or ADSW status under Title 32 U.S.C.
- ARNG soldiers or any individuals covered under NGR 600-22/ANGI 36-3, who believes that they have been illegally discriminated against based upon race, color, national origin, religion, gender (including sexual harassment) or reprisal may file a complaint of discrimination.
- ARNG soldiers are encouraged to discuss issues of equal opportunity or perceptions of harassment or discrimination with and to seek assistance from Equal Opportunity Advisors (EOA), Equal Opportunity Representatives (EOL), or with any member of their chain of command.

ARNG Traditional EO COMPLAINT PROCESS



- Complaint must be filed within **180 calendar days** of the incident or the date that the soldier became aware or reasonably should have become aware of the discriminatory event or action

- Informal Complaint - Lowest level
Commander has 30 days to conduct inquiry and attempt resolution
- Formal Complaint - Next level of
Command has 60 days to investigate and attempt resolution of complaint
- Formal complaints not resolved to the satisfaction of the complainant will automatically be forwarded to the next level of chain of command.
- Each intermediate level of command will complete all required actions within **30 calendar days** or through the next drill period after the receipt of the complaint case from the subordinate commander
- The investigation and actions required at the Adjutant General level should be completed within **90 calendar days** after receipt of the case file from the subordinate commander.
- Formal complaint case file will be forwarded to NGB for review and final decision within 8 months of the formal filing of a complaint

ARMY VALUES

Loyalty: Bear true faith and allegiance to the U.S. Constitution, the Army, your unit, and other soldiers.

Duty: Fulfill your obligations.

Respect: Treat people as they should be treated.

Selfless-Service: Put the welfare of the nation, the Army, and your subordinates before your own.

Honor: Live up to all the Army values.

Integrity: Do what's right, legally and morally.

Personal Courage: Face fear, danger, or adversity (Physical or Moral).

Equal Opportunity (EO) programs formulate, direct, and sustain a comprehensive effort to maximize human potential and to ensure fair treatment for all persons based solely on merit, fitness, and capability in support of readiness.

The military EO program is a Commanders program. It is the Commanders responsibility to sustaining a positive EO climate within his/her units.

EO program goals include to—

- Provide EO for military personnel, and family members, both on and off post and within the limits of the laws of localities, states, and host nations.
- Create and sustain effective units by eliminating discriminatory behaviors or practices that undermine teamwork, mutual respect, loyalty, and shared sacrifice of the men and women of America's Army.

Call the Equal Opportunity Office at your installation to clarify whether an incident or behavior qualifies as discrimination or sexual harassment.

EOA: _____

EOL: _____